

## **ABSTRACT**

The thesis is based on the needs of non-medical staff members in acute psychiatric care. The main aim of the thesis is to identify the needs of staff members and the relationship to their work. The theme is focussed on theoretical part and formed by information about the needs, motives and motivation in general within a working context. It further focuses on the branch of mental health care, describing the history of psychiatric nursing and current trends in psychiatric care. It then provides an analysis of specifics of psychiatric nursing and goes on to present the possibilities of professional support of the nursing staff. The practical part describes a qualitative study that aims on identification of needs of non-medical staff members working on acute psychiatric unit. The result of the study is formed by 23 identified domains of the needs implanted into the theoretical framework of Maslow's hierarchy of needs. In making recommendations for practise the author uses two attitudes for practical implementation of the results: 1. the results are rearranged into Herzberg's two factor model of motivation, 2. the mind map is used to capture the most dominant groups of needs and their mutual interferences. The thesis concludes by proposing an implementation of supervision into the organization where the study took place.

### **Key words:**

needs, motivation, nursing, acute psychiatric care, personal management, professional support, supervision